



## FLORIDA HOSPITAL GRADUATE MEDICAL EDUCATION

2501 North Orange Avenue – Suite 235 – Orlando Florida 32804 Website: [www.fhgme.com](http://www.fhgme.com)

### Code of Conduct Policies and Procedures

Florida Hospital Graduate Medical Education Department holds the integrity of the teaching faculty – trainee relationship as central to its educational mission. Trainees include medical students, residents, fellows and rotating physicians. This relationship confers considerable trust in the teaching faculty members who consequently bears authority and accountability as advisor/mentor, educator, and evaluator to the trainee. The unequal institutional power inherent in this relationship heightens the vulnerability of the trainee and the potential for coercion.

The academic relationship between a teaching faculty member and trainee must be protected from influences or activities that can interfere with the educational environment consistent with the mission of FH GME. Whenever a faculty member is responsible for academic supervision of a trainee, a personal relationship between them that is abusive in nature or of a romantic or sexual nature, even if consensual, will never be tolerated.

#### BEHAVIORS CONSIDERED UNACCEPTABLE

1. Perceived inappropriate comments directed at an individual related to the person's gender, sexual orientation, racial background, religion, or physical ability.
2. Verbal abuse, derogatory or degrading remarks, or threats of retaliation. This also includes threat of/or actual physical contact of any kind when there is a perception of physical violence.
3. Assigning tasks for punishment rather than for educational benefit or denying equal educational opportunities as a punishment.
4. Use of public humiliation or intimidation as a method of teaching or use of derogatory terms when referring to another person.
5. Performance rating used to punish rather than as an objective evaluation of the performance.
6. Preferential treatment as a result of relationship.
7. Sexual harassment of any kind even in jest after the person responsible for the behavior has been informed that they are embarrassing or offensive or that are by their nature reasonably known to be embarrassing or offensive.
8. Initiating or maintaining intimate romantic or sexual relationships between faculty and trainees or between physicians and patients.
9. Any acts of dishonesty, falsification, plagiarism, misrepresentation or deception, whether deliberate or unintentional.

10. Being under the influence of alcohol and/or drugs while on Florida Hospital property.
11. Any other acts not covered above but are deemed in opposition to Florida Hospital mission and values.

## PROCEDURES

This section is designed to outline the procedures to facilitate a progressive remedial and disciplinary approach to the management of allegations of violations to any of the above policies. The implementation of this outlined process is subject to modification upon the discretion of the Chief of Academic Officer with consultation of its senior administrators.

Any individual who has observed or been the subject of an unacceptable behavior is to report the event immediately to the appropriate Program Director, either verbally or in writing. The report will be treated with confidentiality. Once a report has been received, the following procedures will be followed:

Step 1: Investigation of the allegation. Both the complainant and the alleged will be counseled informally on the results.

Step 2: Documented formal discussion with the Program Director with an action plan from the perpetrator within 3 days of the discussion.

Step 3: Program Director presents the case in writing to the Chief Academic Officer who will take specific action in consultation with senior administration.

There may be a single violation that is deemed so severe and requires immediate action that any progressive and disciplinary approach is judged as inappropriate.

## FH POLICY NUMBER 010.120-1, PART I AND PART II

Florida Hospital has established policies and procedures applicable to the entire Florida Hospital community of health care professionals and employees (PART I) and members of the Medical Staff and their Allied Health Professionals (PART II). These established policies are also relevant to FH GME although FH GME policies and procedures take precedence over FH Policies wherever applicable.